

Gender & Ethnicity Pay Gap 2020



**WOKINGHAM
BOROUGH COUNCIL**

Forward

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires employers with 250 or more employees to publish data with regard to the difference in pay between male and female employees. We have decided this year, as part of our signing up to the Race Charter to publish not only our Gender Pay Gap, but also our Ethnicity Pay Gap.

Having joined Wokingham Borough Council in an extraordinary year, I have been able to observe first-hand the commitment of my colleagues: facing the unprecedented challenges that responding to the pandemic has required; pulling together and supporting each other along the way. The kindness and generosity of spirit in our colleagues knows no bounds and is evident regardless of gender or ethnicity.

However, we also recognise that we, as an organisation, have a duty to support all our colleagues and to scrutinise our working practices, policies, and procedures to ensure issues, as they arise, are managed fairly, treating everyone with the dignity and respect they deserve. We want our workplace to be one where equality of opportunity exists across the board, where we are inclusive and diverse and where woman and men, from any ethnic background, have equal opportunities for growth and progression. And this is work which will never stop! It grows and changes, but we continue to prod and probe and ask questions of our ourselves and our culture.

Over the past 6 months our Employment Equality Working Group have begun work on 'deep dives' to scrutinise our data and seek to identify where gender and ethnicity pay gaps might be cause for concern. We have also introduced a brand-new Applicant Tracking System which will help us identify any issues in the application process and onboarding of new colleagues.

We promote working hours and practices which are flexible and enable people to balance work and life in a sustainable way, therefore encouraging more women, and men, to make their career in the public sector and supporting those who take a career break, to return to work on a flexible basis.

The value of inclusion and harnessing diversity should not be underestimated, and we are proud of the opportunities available to all at Wokingham.

Keeley Clements

Director, Communities, Insight & Change

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WBC Colleague Workforce Profile

Like most public sector employers, WBC has a workforce which comprises a wide and diverse range of skills from numerous industry sectors including front line service and support for adults and children, customer services, education, health, leisure, building control, planning and professional services.

At the time of reporting our headcount* at was made up of:

74% Female
(886)



26% Male
(310)

Ratio of 3:1

38% Part Time
(393)



62% Full Time
(803)

Ratio of 1:2

A significantly higher proportion of females (41%, 362 women) work part time compared to males (10%, 31 men).

Of 77% WBC colleagues who have declared their ethnicity, 12.7% (121) come from an ethnic minority background and 88% (827) from a non-ethnic minority background.



*Headcount is defined as all WBC colleagues on permanent, fixed term or apprentice contracts paid via WBC payroll.

Introduction to the Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require Wokingham Borough Council to produce an annual report on the differences in aggregate pay and bonuses of men and women based on a snapshot of data on 31st March each year. This includes data for 'relevant colleagues' which relates to three groups at WBC. These are:

- WBC Colleagues including those on permanent and fixed term contracts
- Casual workers who received pay during the reporting period (March 2020 payroll)
- Colleagues at our Pupil Referral Unit including those on permanent and fixed term contracts

Local authorities are not required to include school-based staff in their Gender Pay Gap reporting.

Employers are required to report:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

A positive percentage figure reveals that female employees have a lower average pay or bonus than male employees. A negative percentage figure reveals the opposite, i.e. male colleagues have a lower average pay or bonus than female colleagues.

It is important to understand that gender pay gap measures the difference between men and women's average earnings across the organisation. This is distinctly different from equal pay, as set out in the Equality Act 2010, which requires that men and women in the same employment performing the same, or similar, jobs of equal value receive equal pay.

Further information on the Gender Pay Gap is available at www.acas.org.uk/genderpay.

Wokingham Borough Council is committed to the principle of equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying colleagues equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we evaluate job roles and have pay scales linked to a structured grading framework.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Gender Pay Gap Reporting

Mean Gender Pay Gap

The mean gender pay gap at WBC is **15.58%**

National average mean gender pay gap (October 2019 Office for National Statistics Annual Survey of Hours and Earnings) is **14.6%**

Median Gender Pay Gap

The median gender pay gap at WBC is **17.26%**

National average median gender pay gap (October 2019 Office for National Statistics Annual Survey of Hours and Earnings) is **15.5%**

Gender Bonus Gap

Wokingham Borough Council operates two bonus schemes:

- Performance Related Pay (PRP) for senior management
- Retention bonus for children’s social work to support recruitment and retention

Following a deep dive data review, commissioned by our Employment Equality Working Group, we reviewed what our comparative authorities included in this metric and the decision has made to report on our PRP bonus only. The social work retention bonus is based purely on length of service and is not indicative of performance or any gender skew. Calculations have also considered full year service equivalent bonus payments.

The mean gender bonus gap at WBC is **1.58%**

The median gender bonus gap at WBC is **1.57%**

Proportion of Men and Women who received Bonus Pay

Female	Male
0.45%	0.32%

Proportion of Men and Women in Quartile Pay Bands

	Female	Male
Lower	81.33%	18.67%
Lower Middle	80.97%	19.03%
Upper Middle	73.80%	26.20%
Upper	63.25%	36.75%

Introduction to the Ethnicity Pay Gap

From October 2018 to January 2019 the Government ran a consultation seeking views on ethnicity pay reporting by employers asking questions on:

- What ethnicity pay information should be reported by employers to allow for meaningful action; and
- Who should be expected to report

The ministerial forward of the consultation stated that the government are “committed to ensuring that people from all walks of life have the opportunity to realise their potential”, and as we wait for the outcome of that consultation, we recognised that we, at WBC, are equally committed to that philosophy.

Without published guidance yet, we have worked to the same principles as the Gender Pay Gap and have calculated the mean and median ethnicity gaps for our WBC workforce. We have included those on permanent, fixed term and apprentice contracts who have declared an ethnicity via our self-service reporting tool. Unlike the Gender Pay Gap report, and as we do not hold this data centrally, we have excluded all casual workers and those at our Pupil Referral Unit.

Ethnicity Pay Gap Reporting

Mean Ethnicity Pay Gap

The mean ethnicity pay gap for WBC (excluding casual workers and pupil referral unit) is: **5.96%**

Median Ethnicity Pay Gap

The median ethnicity pay gap for WBC (excluding casual workers and pupil referral unit) is: **2.85%**

Ethnicity Bonus Gap

PRP was paid to five employees, all of whom were from a non-ethnic minority background or who had not declared an ethnicity.

Proportion of Ethnic Minority and Non-Ethnic Minority Staff who received bonus Pay

Ethnic Minority	Non-Ethnic Minority
0%	0.36%

Proportion of Ethnic Minority and Non-Ethnic Minority Staff in Quartile Pay Bands

	Ethnic Minority	Non-Ethnic Minority
Lower	11.39%	88.61%
Lower Middle	14.77%	85.23%
Upper Middle	16.03%	83.97%
Upper	8.86%	91.14%